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News Summary

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The launch of a Venus probe may signal the beginning of a "golden age" for space science. Page A5.

Teaching and learning are the primary concerns of colleges and universities, and they need to acknowledge that fact, according to a panel of education leaders. Page A13.

Universities are not aggressively overseeing or enforcing policies that govern faculty conflict of interest, a new report says. Page A13.

A prominent nuclear physicist at Yale University is President Bush's choice for the post of science adviser. Page A17.

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Massive student demonstrations following the sudden death of a popular former chief of the Chinese Communist Party took Beijing by storm last week. Page A35.

A defiant student boycott at South Africa's University of the North has been broken by the rector of the black institution. Page A35.

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Blacks and Whites on the Campuses: Behind Ugly Racist Incidents, Student Isolation and Insensitivity

By DENISE K. MAGNER

ALMOST 30 YEARS after the civil-rights movement made improved race relations a top priority for higher education, ugly and embarrassing incidents between white and black students continue to plague colleges and universities across the country.

Hundreds of institutions of all sizes have been affected—some by brawls, others by racist fliers or graffiti, still others by fraternity parties with ghetto themes. Many administrators and scholars who have studied the incidents have concluded that they are not simply isolated and extremist acts, but that they reflect a disturbing pattern.

While the number of overtly racist white students who commit such acts may be small, those who have studied them say, the indifference of many other whites creates an atmosphere in which racist acts are tolerated. Indifference also exacerbates the feelings of isolation expressed by blacks on predominantly white campuses.

It is hardly unusual to find apathy among college students on controversial issues. But scholars and administrators have identi-

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ANGUS RUSS

"Blacks look around and see little has happened in terms of their numbers on campus. Many whites, on the other hand, feel a lot has been done."
—Nathan Glazer, Harvard U.

"Most of the students these days grew up with Reagan. They haven't seen leaders forcefully assert that racism is a disease that will not be tolerated."
—James E. Blackwell, U. of Mass. at Boston

U. OF MASS.

Reports from four campuses begin on Page A28

Faculty Salaries Rise 5.8 Pct., Outpacing Inflation Rate Again

For 8th year in row, increase tops living costs; average pay $39,410

By DEBRA E. BLUM

WASHINGTON

College professors are earning an average of $39,410 this year, 5.8 per cent more than in 1987-88, according to an annual survey conducted for the American Association of University Professors. The latest figures mark the eighth consecutive year in which faculty salaries have outpaced the rate of inflation.

Despite the increase—which is almost one percentage point higher than last year's—some people in academe are not satisfied.

"I'm disappointed, and I think the small gains in faculty salaries are also going to come as a surprise to parents who are paying higher tuition bills and policymakers

Average salaries for faculty members at all ranks at public and private institutions appear in a Fact File on Page A14.

who are struggling to get larger budgets," said Hirschel Kasper, a professor of economics at Oberlin College and chairman of the A.A.U.P. committee that conducted the study.

The average salary increase slightly exceeds the 5.3-per-cent 1988-89 raise recently reported for college and university administrators by the College and University Personnel Association (*The Chronicle*, February 15). Administrators' salaries had rebounded from the previous year when the average increase was below the national inflation rate.

Data From 1,900 Institutions

The faculty study, which was based on data collected from more than 1,900 institutions, examined salaries in effect at the start of the current academic year. It reported the following average salaries for all

Continued on Page A14

Some Controls of Polish Universities Eased, but Academics Seek Further Changes

WARSAW

A landmark agreement for political liberalization in Poland has already eased some government controls of universities, but it has yet to achieve the chief goals of Polish academics—abolition of a repressive higher-education law and the restoration of academic freedoms that were won in 1980-81 before the imposition of martial law.

Many faculty members at the country's universities have thus reacted with less than complete enthusiasm to the pact. In it, the government and opposition leaders agreed to legalize the Solidarity trade union and create a more democratic political system.

Under the agreement, a new higher-education law has been promised for the fall of 1990. In the meantime, some of the most restrictive aspects of the current law, which took effect in 1985, are being suspended temporarily.

Less of a Gain Than Hoped For

Janusz Grzelak, a Solidarity representative who participated in negotiations on education and science, called the agreement a "real gain" when compared with expectations of a year ago. But he said the outcome fell short of what academics had been hoping for as little as two months ago.

Nevertheless, the interim amendments will end some government controls over universities. For example, the Minister of National Education will no longer have the right to veto the granting of Ph.D.'s and other advanced degrees, and university rectors can now authorize faculty travel to overseas conferences without getting government approval.

Moreover, university senates and aca-

Continued on Page A38

Education Dept. Reverses Itself on Drug-Policy Statement

Education Department officials have disavowed an earlier statement that they would conduct campus checks of aid recipients for drug use: A17.

MARGINALIA

...om *Spell / binder*, which bills itself as "the SPELL newsletter":

"TYPOGRAPHICAL ERRORS MAY be expected to occur in SPELL / BINDER from time to time. We do our best to eliminate them, truly we do. Please don't waste Goof Cards by sending them to us on such trivial errors. We urge that cards *not* be send on typos found in any publication unless the result is clearly a representation of ignorance."

Sometimes it's hard to tell.

■

A reader found these "reportable injuries" on the Form 200 that the University of Alaska sent not long ago to the Occupational Safety and Health Administration in the U.S. Department of Labor:

"Left pectoral muscle injured lifting briefcase."

"Time / date stamp machine fell on head."

"Fell down stairs and injured back during arrest."

"Twisted lower back and buttocks while catching book."

"Walking down hall and knee popped out."

"Cut hand entering patient's bedroom."

"Musk ox butted claimant in place."

■

The same reader reports the following items on the university's year-end unclaimed-property inventory report:

Tenderometer, used;
Cluster Buster, Frozen Pea;
Skull, Plain Demonstration;
Shotgun, 12 GA Riot, Smith & Wesson;
Safe, 902 lbs, 20X20X20;
Brain, Human, Transverse sec 5 pc
2 cash registers
Safety storage cabinet
Model doll, teaching aid.

■

Some weeks ago a correspondent asked, If college and university departments had their own radio stations, what would their call letters be? Since then, we've been running suggestions from readers. These are from Mary Quinlivan of the University of Wisconsin at Whitewater:

Biblical studies: WBIT
Biology: WDNA
Physical education: WGYM
History: WWAS
Geology: WROK
Choral studies: WHMM
Accounting: WWAD
Ethnic studies: WUNI
Communication: WEYE
Epistemology: KNOW
Military science: WZAP

"I'm glad my *Chronicle* arrived before I left on vacation," Ms. Quinlivan writes, "for I was thus able to play with call letters on the plane. Perhaps I should have read the airline magazine."

—C.G.

In Brief

Campus Ministry Denied to Unification Church

George Mason University last week rejected an application by the Rev. Sun Myung Moon's Unification Church to establish a recognized ministry on the campus.

The decision was made on the grounds that the church submitted inaccurate and misleading information about its status at other institutions, according to a university spokesman.

James G. Osborn, the church's would-be campus minister, said the information on the application was purposely misinterpreted by the university. "My guess," he added, "is that they have bought into the public perception of the Unification Church as a less-than-holy organization." He said the church might file a legal appeal.

Washington U. to Close Its Sociology Department

Students at Washington University last week protested a decision by the institution to shut down its sociology department in two years.

About 250 students and professors held a rally and accused the university of abolishing the department to concentrate more resources on professional programs. But Martin H. Israel, dean of the faculty of arts and sciences, said the department was weak and the university had decided to use its resources elsewhere.

The department, which had at one time been considered one of the best in the country, has seven faculty members, three of whom have tenure and will continue to work at the university. The other four have been guaranteed positions for two years.

Mr. Israel said sociology courses would continue to be taught at the university, probably under the auspices of another department.

What They're Reading on College Campuses

		Previous Survey
1.	The Satanic Verses, by Salman Rushdie	5
2.	Yukon Ho! by Bill Watterson	—
3.	The Icarus Agenda, by Robert Ludlum	—
4.	Lonesome Dove, by Larry McMurtry	2
5.	All I Really Need to Know I Learned in Kindergarten, by Robert Fulghum	8
6.	The Shell Seekers, by Rosamunde Pilcher	7
7.	What Color Is Your Parachute? by Richard N. Bolles	—
8.	Swim With the Sharks Without Being Eaten Alive, by Harvey Mackay	—
9.	The Bonfire of the Vanities, by Tom Wolfe	1
10.	Chaos, by James Gleick	3

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Denison U., Idaho State U., Indiana U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., Pennsylvania State U., Portland State U., Princeton U., Stanford U., Tarrant County Junior College, Tulane U., U. of Alaska at Anchorage, U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Maryland-Baltimore County, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Puget Sound, U. of Virginia, U. of Washington, U. of Wisconsin at Madison, U. of Wisconsin at Milwaukee, and Xavier U. (Ohio).

Reports covered sales of hardcover and paperback trade books in March.

Outcry at Colgate U. Over Fraternity's Diaries

Archives stolen from a Colgate University fraternity—describing illegal drug use, hazing, and sexual assaults—have ignited student protests and prompted an administrative investigation of the group's activities.

Copies of the journal, which recounts activities by members of Delta Kappa Epsilon over at least five years, circulated on the campus this month. About 500 students protested the fraternity's alleged activities and demanded that the administration abolish the chapter and crack down on the fraternity system. Nearly 100 students spoke during the three-hour demonstration.

A university spokeswoman said that the fraternity's members and pledges had been barred from participating in campus events until university officials complete their investigation.

A fraternity spokesman said the chapter was cooperating with the investigation.

Suspended Student Editor Leaves Dartmouth

One of the two student journalists who obtained a court order that temporarily set aside their suspensions from Dartmouth College has left the institution.

John H. Sutter, a senior, told the Lebanon, N.H., *Valley News* that he was having "a miserable term" because his legal battles with the college had left him exhausted.

Sean M. Gorman, associate college counsel at Dartmouth, said Mr. Sutter was no longer a student, but that he had not voluntarily withdrawn. Mr. Gorman, citing the confidentiality of student records, declined to elaborate.

Mr. Sutter and Christopher E. Baldwin, editors of the conservative Dartmouth *Review*, were suspended along with two other students for confronting a professor about whom they had written an article. They were reinstated after a judge found that a member of the college's disciplinary panel may have been biased against the *Review*.

The lawsuit that led to the injunction against the suspensions is pending in state court. A federal suit against the college has been

Business Schools Urged to Reorient Programs Toward 'Managerial Leaders'

By JEAN EVANGELAUF
MONTREAL

Business schools must reshape their academic programs if they are to graduate "managerial leaders" instead of specialists in such narrow areas as accounting, finance, and marketing, according to the president of the American Assembly of Collegiate Schools of Business.

Reducing the dominance of the academic disciplines will require a new approach to doctoral education, more money, and incentives for innovation, said Robert K. Jaedicke, dean of Stanford University's business school, in remarks here last week at the assembly's annual meeting.

He said the business-school curriculum should be restructured to reflect the following trends:

- The "globalization" of markets and organizations.
- The growing importance of political, governmental, legal, and social processes on markets.
- Rapid technological change.
- The need for stronger ties between the public and private sectors to tackle such issues as toxic waste and trade policies.
- The demand for "higher levels of corporate responsibility and managerial ethics."

'Cash Cows'

He urged business schools to encourage doctoral students and young faculty members to conduct interdisciplinary research to address the "messy and ill-defined" issues of modern managers. "The discipline or a particular functional area cannot continue to be a safe harbor within which to spend one's faculty life," he said.

To improve, business schools must overcome the complacency and self-satisfaction brought on by their enormous success, said Mr. Jaedicke, who noted that one in every four bachelor's and master's degrees awarded is in business.

EDWARD W. SOUZA

Robert K. Jaedicke: Business schools must overcome the complacency brought on by success.

"Size, agility, and innovation typically don't go together," he said. "We need to be sure that university presidents and provosts are not lured into an unrealistic state of comfort and complacency by our size."

He criticized university administrators who view business schools as "cash cows" to milk for revenue to support other departments.

"Cash cows don't invite additional investment, risk-taking, and change," he said.

Concern Over Testing

The accreditation policies of the A.A.C.S.B. could stimulate improvements, according to Mr. Jaedicke, who said he hoped a new assembly effort to revise its standards would lead to standards that "encourage faculty to look outward and venture beyond their discipline."

He also warned business deans that the growing interest by states in requiring achievement testing was an impediment to innovation, saying such testing typically emphasized knowledge of specific disciplines over interdisciplinary work.

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Fact File: Average Faculty Salaries for 1988-89

	Public		Private, Independent		Church-related		All	
	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase
Doctoral institutions								
Professor	$54,240	5.9%	$64,290	6.3%	$57,160	5.5%	$56,400	6.0%
Associate professor	39,570	5.7%	43,680	6.1%	41,160	5.3%	40,300	5.8%
Assistant professor	33,400	6.1%	36,650	7.1%	33,840	5.7%	34,010	6.2%
Instructor	23,580	5.5%	28,750	7.0%	29,310	6.3%	24,290	5.6%
Lecturer	26,270	—	28,230	—	25,390	—	26,620	—
All ranks	43,010	5.9%	50,760	6.4%	43,380	5.5%	44,440	6.0%
Comprehensive institutions								
Professor	$46,920	5.1%	$47,010	6.7%	$44,070	5.6%	$46,700	5.3%
Associate professor	37,350	5.6%	37,050	5.8%	35,570	5.5%	37,110	5.6%
Assistant professor	30,900	5.8%	30,400	6.1%	29,920	6.0%	30,710	5.9%
Instructor	24,030	4.2%	23,710	5.9%	23,050	5.7%	23,890	4.5%
Lecturer	24,610	—	26,350	—	30,550	—	25,050	—
All ranks	38,080	5.3%	37,220	6.2%	35,610	5.7%	37,720	5.5%
Baccalaureate institutions								
Professor	$41,080	5.4%	$44,770	5.8%	$36,190	5.7%	$40,410	5.6%
Associate professor	34,250	5.2%	34,120	6.1%	30,120	5.7%	32,570	5.7%
Assistant professor	28,380	4.6%	27,910	6.3%	25,210	5.6%	26,940	5.5%
Instructor	23,020	5.8%	22,330	5.9%	21,300	5.7%	22,150	5.8%
Lecturer	24,190	—	28,260	—	22,270	—	24,420	—
All ranks	32,910	5.1%	34,580	6.0%	29,350	5.7%	32,030	5.6%
2-year institutions with academic ranks								
Professor	$41,200	6.1%	$30,150	5.7%	$25,050	5.8%	$40,920	6.1%
Associate professor	34,450	4.7%	26,560	3.7%	22,960	7.3%	34,240	4.7%
Assistant professor	29,510	5.4%	22,810	5.8%	21,650	7.5%	29,190	5.5%
Instructor	24,480	5.9%	19,730	6.1%	17,810	4.1%	24,270	5.9%
Lecturer	21,600	—	—	—	—	—	21,600	—
All ranks	33,500	5.5%	24,650	5.2%	21,940	7.1%	33,200	5.5%
2-year institutions without academic ranks								
All	$31,210	5.1%	$21,990	9.7%	$23,510	2.9%	$31,040	5.1%
All institutions except 2-year institutions without academic ranks								
Professor	$50,070	5.6%	$55,900	6.3%	$41,900	5.6%	$50,420	5.8%
Associate professor	37,890	5.6%	38,800	6.0%	33,560	5.6%	37,530	5.7%
Assistant professor	31,680	5.8%	31,930	6.6%	27,590	5.7%	31,160	6.0%
Instructor	23,890	5.1%	24,050	6.2%	22,060	5.7%	23,660	5.3%
Lecturer	25,360	—	27,850	—	25,010	—	25,770	—
All ranks	39,640	5.7%	42,410	6.3%	33,180	5.6%	39,410	5.8%

— No data reported.
Note: Salary figures are based on 1,899 institutions; percentage increases are based on 1,880 institutions.
SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Faculty Salaries Rise 5.8 Pct., Outpacing Inflation Rate

Continued from Page A1
faculty members, regardless of location or type of institution:

- Full professor—$50,420, up 5.8 per cent.
- Associate professor—$37,530, up 5.7 per cent.
- Assistant professor—$31,160, up 6.0 per cent.
- Instructor—$23,660, up 5.3 per cent.

When adjusted for inflation, the average salary increase for all faculty members was 1.3 per cent.

Mr. Kasper said the increase was not only small when adjusted for inflation, but was small in comparison to the increases in college and university tuition in recent years.

"Faculty members are just not getting the full benefit of those rises in costs to help them catch up with the real standard of living," he said.

The association's survey data and report, "Higher Education Goals, Low Salary Increases," were released last week in the March-April issue of its magazine, *Academe*. Mr. Kasper said the report's title was intended to reflect what he said was an apparent lack of support for faculty members at a time when the importance of higher education was being increasingly emphasized.

The results of this year's salary study, which showed average salaries according to region, type of institution, academic rank, and sex, are consistent with trends that have been identified in the association's previous surveys.

Salary increases for professors at private colleges and universities continued to outpace those for their colleagues at public institutions, according to the survey. While the average salary for professors at public institutions is $39,640 this year, 5.7 per cent more than in 1987-88, the average salary rose 6.3 per cent at private independent institutions—to $42,410.

The data also showed that significant differences between salaries earned by men and women still exist. Salaries for male faculty members are between 7.5 per cent and 13.2 per cent higher than those for females. Male full professors, for example, are earning an average of $51,150, compared to $45,190 for female professors.

New Data on Men and Women

For the first time, this year's survey collected data on the proportions of male and female faculty members by rank and type of institutions. Association officials say those data could be used to examine how women are rising through professorial ranks in comparison to their male colleagues. The data will first be published in the association's magazine.

As in past years, the varying cost-of-living rates around the country and the location of some institutions also influenced faculty salaries.

For example, in the West Coast states, the average salary for all professors is $45,750. In the Central Southeast states—Alabama, Kentucky, Mississippi, and Tennessee—the average salary is $34,330.

A detailed breakdown of salaries by institution, which will be published in a future issue of *The Chronicle*, will document the wide range of faculty salaries at different types of institutions. According to last year's survey, for example, the average salary for full professors at the University of California at Los Angeles was $63,000 while the average for professors of the same rank at the University of Mississippi was $41,300.

Some higher education officials say the results of the A.A.U.P.'s survey, along with the personnel association's survey of administrators' salaries and its forthcoming survey of faculty salaries by discipline, help them to assess salaries paid at their own institutions.

The full A.A.U.P. faculty salary report includes additional nationwide averages and trends, detailed analyses of salary and fringe benefits, and a discussion of the financial concerns of the academic community. More detailed tables are also available through the association.

Copies of the issue of *Academe* in which the report appears are available for $27 each from the American Association of University Professors, 1012 Fourteenth Street, N.W., Suite 500, Washington 20005; (202) 737-5900.

FACULTY NOTES

Continued from Preceding Page
for tenured college professors from 65 to 70, according to Mr. Pennycuick's lawyer, David Lopez.

The jury in U.S. District Court in Houston ruled this month that the former dean of the business school had discriminated against Mr. Pennycuick because of his race. It also found that the dean had retaliated against him for testifying on behalf of a white colleague in the business school during a previous federal court trial. A judge had ruled in the earlier case that the white professor was paid less than his black colleagues.

Mr. Pennycuick was awarded $207,000 in damages.

"They definitely didn't want whites on that faculty," he said in an interview. "I represented a threat to them, and they wanted me out."

Renee Smith, the university's counsel, noted that the judgment was against the former dean, Herbert Watkins, and not the university. She said the university has never discriminated against anyone on the basis of race. —KATHERINE S. MANGAN

Universities Said to Be Too Reactive in Setting Faculty Ethics Rules

Continued from Preceding Page
the authors say will look at how graduate students in engineering and the sciences acquire values. Portions of the survey data appeared in a recent issue of "Communicator," a newsletter published by the Council of Graduate Schools, based in Washington.

In an interview, Ms. Louis said that more universities were developing or revising policies on research ethics because of a growing movement among some higher-education institutions to commercialize their research and attract corporate sponsors. She added, however, that some institutions might be reluctant to enforce their policies or require their graduate students to study ethical issues because they do not want to be seen as intruding on faculty autonomy, or because they do not want to hinder scientists who bring in large amounts of grant money.

Because a large proportion of future academic scientists receive their graduate training at top research institutions, Ms. Louis said, such institutions should be leading efforts to examine ethical dilemmas that may arise in research. But, she said, "it is not my impression that they are confronting that role with a lot of enthusiasm."

Guidelines on Stocks

Indeed, some campus patent officials have expressed concerns that many institutions are not adequately addressing potential ethical, legal, or financial questions that result from technology-transfer efforts (*The Chronicle*, April 12). Because a growing number of institutions are seeking to commercialize patented discoveries, many are adopting more stringent guidelines on such issues as stock ownership and spin-off companies based on university technology. But like Ms. Louis, some officials are concerned that such policies are not keeping pace with potential problems.

The survey of graduate-school deans gathered data on how institu-

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By Claire E. Weinstein, Ph.D., et.al.
University of Texas, Austin

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News Summary

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A controversial philosopher has challenged his critics by laying out in a new book his positions on politics and moral principle: Page A7.

Roman Catholic educators met in Rome to discuss Vatican proposals on higher education: Page A15.

No full-time, tenure-track faculty members organized bargaining units in 1988, a report says: Page A15.

Congressional budget committees approved increases in education programs for fiscal 1990: Page A23.

A last-minute budget deal spared New York's public-university systems from big cuts, but sparked angry student protests: Page A23.

The Consortium for the Advancement of Private Higher Education has appointed Jon W. Fuller as its president: Page A29.

A 134-foot brigantine is a classroom for students who spend six weeks on board learning oceanography and nautical science: Page A33.

Growing public concern about the integrity of college sports has led a House education subcommittee to hold a hearing: Page A35.

Student protests in China moved closer to a seemingly inevitable clash with the government: Page A39.

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Gifts to Colleges Off 3.5 Pct.; Cutback by Alumni Blamed

Private contributions decline for the first time since 1974-75

By GILBERT FUCHSBERG

Concerned about tax-law changes and shaken by the stock-market crash, alumni cut back on giving to their alma maters in 1987-88, causing the first overall decline in private contributions to colleges and universities in more than a decade.

Contributions from alumni slipped 13 per cent, according to the Council for Aid to Education, which last week released its latest annual survey of voluntary support.

As a result, the estimated total of private support from all sources fell to $8.2-billion, down 3.5 per cent, or $300-million, from the previous year's record.

The fall-off was influenced largely by a drop in alumni giving to private colleges and universities. Public institutions recorded a slight increase in gifts, thanks to rising corporate support and new fund-raising prowess.

The decline in total giving was the first since 1974-75. Council officials termed it a "correction" after a decade of double-digit increases and two years in which alumni contributions jumped by more than 25 per cent.

"These things don't go on forever," said Hayden W. Smith, the council's senior

Continued on Page A30

Top 10 Institutions in Voluntary Support

Stanford U.	$181,914,314
Harvard U.	155,104,624
Cornell U.	142,027,634
Yale U.	121,238,917
U. of Minnesota	109,533,409
U. of Pennsylvania	106,163,050
Cal. Inst. of Tech.	97,432,224
M.I.T.	96,901,772
Columbia U.	93,729,845
U. of Wisconsin at Madison	89,076,681

Multiple-unit systems not included above: University of California, $262,300,000; University of Texas, $167,300,000.

SOURCE: COUNCIL FOR AID TO EDUCATION

8 Publishers Charge Copyright Violation, Sue Copying Chain

At issue: reproduction of material for professors at 3 universities

By JUDITH AXLER TURNER

Eight publishers last week sued Kinko's Graphics Corporation for copyright violation, claiming that two of the chain's photocopying stores had illegally reproduced "substantial portions" of 12 books and included them in anthologies made for professors at Columbia University, the New School for Social Research, and New York University.

Damages sought under the copyright law could exceed $1-million. Neither the institutions nor the professors were named in the lawsuit.

Many observers believe that a lawsuit against a college or university may still be in the works. A 1982 lawsuit against New York University for photocopying without permission was preceded by suits against photocopying shops, they point out.

'Warning Shot Across the Bow'

Sheldon E. Steinbach, vice-president and general counsel of the American Counsel on Education, called the lawsuit "another warning shot across the bow" for copy shops directly—and for higher-education institutions indirectly—"to remind everybody that there is a copyright law in existence and that publishers will seek from time to time to vigorously enforce it."

Carol Risher, director of copyright and new technology at the Association of American Publishers, said that faculty members and institutions were not named in last week's lawsuit because "publishers believe there has been an increasing awareness of copyright responsibility

Continued on Page A21

Outlook Is Bleak for Federal Aid to Help Colleges Repair Their Decaying Science Buildings

By COLLEEN CORDES
WASHINGTON

Colleges and universities can expect virtually no help from federal programs next year for repairing their decaying science buildings.

A law enacted last year created a new National Science Foundation program to modernize research facilities. However, the program is expected to receive little or no money next year, even though the law allows Congress to provide up to $125-million.

As a result, competition to influence the direction of N.S.F. spending is likely to grow between administrators and scientists who are worried most about deteriorating research buildings and those who are most concerned about increasing support for research projects.

The lack of funds already has intensified debate over colleges' efforts to win direct appropriations from Congress for their campuses.

But some higher-education officials see signs that federal support for facilities could increase down the road. Many are hoping that the selection of D. Allan Bromley, a Yale University physicist, to be President Bush's top adviser for science and technology will provide some relief.

Mr. Bromley played a leading role in writing a White House Science Council report three years ago that recommended a $5-billion, 10-year federal program to modernize campus research facilities.

Higher-education officials say his support could help place a proposal to finance the program in the Administration's next budget.

"I hope the first thing Dr. Bromley will do is dust the report off for the new occu-

Continued on Page A24

A dramatic increase in U.S. science spending has been proposed by the National Academy of Sciences' president: A23.

Governor's Plan to Raise More Money for Education Worries Ohio's Colleges and Nettles Its Legislators

By MARY CRYSTAL CAGE
COLUMBUS, OHIO

Exasperated Ohio legislators have nicknamed Gov. Richard F. Celeste's plan to provide more money for education "the blackmail budget."

The name demonstrates why few college officials are supporting the Democratic Governor's proposal—even though it would generate an additional $1.8-billion for schools and colleges during the next two years. In fact, many educators fear that the tactics the Governor has employed to enrich their coffers by raising the state income tax by one percentage point will actually worsen their financial condition.

The Governor's strategy of withholding support for many of the most popular higher-education programs unless the tax passes has angered many educators. Beyond that, virtually no one backs the program itself. That is because Governor Celeste's promise of more revenue also contains two provisions to which many people object: a tax referendum that must be passed by Ohio's fiscally conservative voters and the creation of a new board to dispense the money raised by the new tax.

'I Thought It Was Necessary'

Undaunted by his critics, Governor Celeste says: "My recommendation of a major initiative for education was not designed because I felt it would cause educators to stand up and cheer. It was designed

Continued on Page A28

How Much Professors Earn at 1,600 Institutions

A list of average faculty salaries at 1,600 colleges, by rank and type of institution, begins on Page A17.

MARGINALIA

News item in the Huntington (W.Va.) *Herald-Dispatch*:

"Two Marshall University administrators have been elected officers of the West Virginia Chapter of Fun Raising Executives."

Their meetings are a riot.

■

From a news release from the John Marshall Law School:

"Harold G. Rudolf, Professor of Law at the University of Witwatersrand in Johannesburg, South Africa, . . . will speak about 'South Africa: A Peak at the Future.' "

A view from the mountaintop?

■

Gary A. Thibodeau, chancellor of the University of Wisconsin at River Falls, has received a mailing addressed to:

THE OWNER
UNIVERSITY OF WISCONSIN
RIVER FALLS CAMPUS
RIVER FALLS, WI 54022

"Only a limited sell-off of facilities is planned," Mr. Thibodeau assures us.

■

The law library at the University of Mississippi has received a mailing from the Mayo Clinic with this computer-printed heading:

LAW LIBRARY
YOUR BODY DESERVES THE BEST!
SO GET THE LATEST AND BEST WORD
ON NUTRITION FROM ONE OF
THE WORLD'S MOST TRUSTWORTHY
NAMES IN HEALTH CARE.

Try passing the bar, for starters.

■

We have it on good authority that the following sign was posted at the cashier's office at Oregon State University:

NO CHECKS CASHED FOR CASH

■

Memorandum from Tufts University's department of art and the history of art and architecture:

"I would like to form a monthly lunch group at the Faculty Dining Room where Tufts faculty who do research and teach in the 19th century can discuss our work together. . . ."

Horse-drawn transportation provided?

■

Which reminds us: *Careers*, a bulletin from the career-planning and placement office at Harvard University, carried this job announcement:

"Fort Hays State University: Temporary, full-time position, contract renewable for up to three years, teaching composition. Qualifications: Prefer backgrounds in creative writing, composition / rhetoric, or 19th / 29th century British literature. . . ."

And bring an unclouded crystal ball.

—C.G.

In Brief

Rutgers Opens Residence for Substance Abusers

Rutgers University last week opened a residential treatment program on its New Brunswick campus for college students with substance-abuse problems.

Under the program, which organizers called the first of its kind, students are allowed to continue their academic work at the university while receiving treatment.

Known as the New Jersey College Substance Abuse Program, it is open to students from Rutgers and other colleges in the state—both private and public.

Since December, the program has treated 20 students on an outpatient basis, and is now accepting its first residential patients.

The treatment unit is operated by the university's Center for Alcohol Studies and its Office of Student Life Policy and Services.

Howard U. President to Leave Post in June

After 20 years as president of Howard University, James E. Cheek has announced that he will retire from the historically black institution, effective June 30.

A search committee has been appointed by Howard's trustees to select a replacement.

Alan Hermesch, a spokesman for Howard, said Mr. Cheek did not specify the reasons for his retirement or his future plans. Mr. Hermesch said he did not think Mr. Cheek's decision was related to recent protests at Howard.

The Bush Administration was considering the Howard president for the post of Ambassador to the Republic of Cameroon, but Mr. Cheek reportedly has told the White House he is no longer interested in the job because of ill health.

Students End Protests at 2 Universities

A sit-in by black students at Wayne State University ended after 12 days when the administration agreed to increase financing for a black-studies program and to hire more black faculty members.

Under an agreement reached with the students, the university said it would transform its Center for Black Studies into a full department to be renamed the Department of Africana Studies.

Students at the University of New Mexico at Albuquerque, who had been occupying parts of the administration building for 13 days to protest a tuition increase, ended their sit-in.

The protesters had hoped to persuade the university's regents to roll back the tuition increase from 7.9 per cent, or $100 a year, to 3.9 per cent, or $50 a year.

During a special meeting last week, the board declined to do so and instead set aside $200,000 as a "safety net" for students who could not afford the increase.

3 Academics Win Louisville's $150,000 Prizes

LOUISVILLE, KY.

The University of Louisville will award $150,000 each to an Arizona State University music professor, a Harvard University government professor, and a French educator named last week as winners of its Grawemeyer Awards.

Chinary Ung, a Cambodian native and associate professor of music at Arizona State, won the award in music composition for his orchestral work, *Inner Voices*.

Robert Keohane, chairman of Harvard's government department, won the prize for "ideas improving world order." He was cited for his 1984 book, *After Hegemony: Cooperation and Discord in the World Political Economy*.

Bertrand Schwartz, a former education professor and adviser to the French government, was selected for the education award for innovative programs he developed to improve on-the-job training for unskilled and unemployed youth.

The university received 126 nominations for the education award, 141 for the music prize, and 35 for ideas for improving world order. The awards are named for Charles Grawemeyer, a Louisville alumnus who established the program in 1984 with an $11.5-million gift. The university plans to begin awarding a prize in religion next year.

—THOMAS J. DeLOUGHRY

Drop-Out Rate Said High for American Indians

A survey of American Indian students has found that only a third of those who attend college succeed in obtaining a degree, and more than half of those who drop out before graduating do so in their freshman year.

Robert N. Wells, a professor of government at St. Lawrence University, said he conducted the study because so little is known about the recruitment and retention of American Indian students. He surveyed 79 institutions with American Indian enrollments of at least 4 per cent, and 33 of the colleges responded.

The greatest difficulties facing American Indian students, the survey found, were inadequate preparation, limited financial resources, and difficulties adjusting to a campus environment.

Retention rates remain "disturbingly low," Mr. Wells said, even though all of the colleges surveyed said they offered remedial education, and three-quarters said they had American Indian counselors, courses, and social clubs.

Berkeley Faculty Favors Required Course on Race

Faculty members at the University of California at Berkeley narrowly approved a plan last week that would require all undergraduates to take a course examining race, culture, and ethnicity in American society.

Faculty members approved the plan by a 227-to-194 vote. Freshmen will be required to take the course starting in fall 1991.

The new requirement could be satisfied by taking courses in various disciplines, but all courses would have to be approved by a nine-member faculty-student panel. To meet the criteria, a course would have to address "theoretical and analytical issues relevant to understanding race, culture, and ethnicity" in American society. Each course would have to study at least three of the follow-

PROTESTERS DEMAND END TO USE OF ANIMALS IN RESEARCH

NEW YORK UNIVERSITY

NEW YORK

Hundreds of animal-rights activists across the country held demonstrations last week, like the one at New York University (*above*), to protest the use of animals in laboratory experiments.

The protesters, who demonstrated at more than two dozen research centers and universities, called for an end to research that they say is cruel to animals. The activists, who called the series of protests "World Laboratory Animal Liberation Week," urged universities and the federal government to develop alternatives to animal research and to spend more money on the prevention of diseases.

New York University researchers at a panel discussion held before the protest there defended the use of animals in research as critical to improving the condition of human life.

—MICHELE N-K COLLISON

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FACT FILE: Average Salaries of Full-Time Faculty Members at 1,600 Institutions

The following table shows average faculty salaries by rank at more than 1,600 colleges, universities, and multi-campus systems in 1988-89.

The salaries are reported in thousands of dollars and are rounded to the nearest hundred. They cover all full-time members of the instructional staff except those in medical schools.

The figures are adjusted to a standard nine-month work year.

The designations I, IIA, IIB, III, and IV are defined in the rating table at the right, which gives the percentile distributions of salaries for each academic rank.

Average faculty salaries for institutions without ranks, most of which are two-year colleges, appear in a table on Page A20.

A dash appears whenever an institution has fewer than six faculty members in a given rank. A blank space indicates the institution has no faculty members at that rank. The tables omit footnotes qualifying the information reported by some institutions.

The figures were compiled for the American Association of University Professors by Maryse Eymonerie Associates.

The full salary report appears in the March-April issue of *Academe*, the association's magazine. It is available for $27 prepaid from the A.A.U.P., 1012 14th Street, N.W., Suite 500, Washington 20005; (202) 737-5900.

For special tabulations and supplementary tables, contact Maryse Eymonerie Associates at P.O. Box 7893, Hilton Head, S.C. 29938; (803) 785-5346.

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$68,300	$61,700	$56,400	$52,200	$46,800
Associate professor	47,600	43,900	41,200	39,000	36,100
Assistant professor	39,000	36,400	34,500	32,800	30,800
Instructor	34,100	28,800	26,500	24,600	22,100

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$55,900	$50,200	$45,400	$41,200	$37,300
Associate professor	41,600	40,100	37,000	33,700	31,100
Assistant professor	36,100	33,200	30,900	29,200	26,700
Instructor	29,800	27,300	24,900	23,300	21,200

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$51,000	$43,400	$38,400	$34,300	$30,300
Associate professor	39,400	35,300	32,000	29,100	26,000
Assistant professor	31,700	28,900	27,000	24,800	22,400
Instructor	28,300	24,800	22,600	21,000	19,300

Category III: 2-Year Institutions with Academic Ranks

	1+	1	2	3	4
Professor	$46,300	$43,600	$40,200	$36,900	$32,400
Associate professor	39,800	36,600	34,300	31,600	28,000
Assistant professor	34,700	30,800	29,100	26,900	24,800
Instructor	28,600	26,900	24,800	23,100	20,900

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
All	$39,100	$33,800	$30,100	$26,900	$24,200

Note: Scale is based on the distribution of 1,899 institutions by average salary for 1988-89, rounded to the nearest hundred dollars. Percentile rankings are as follows: 1+ = 95th percentile, 1 = 80th percentile, 2 = 60th percentile, 3 = 40th percentile, 4 = 20th percentile. An average salary of $58,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th percentile ($56,400) and the 80th percentile ($61,700).

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama A&M U, IIA	35.6	31.4	27.1	20.3
Alabama St U, IIB	36.9	33.0	28.3	22.0
Athens St C, IIB	40.9	36.0	27.6	—
Auburn U				
Main, I	49.7	38.8	32.7	22.4
Montgomery, IIA	44.5	36.0	29.8	23.7
Birmingham-Southern C, IIB	41.4	30.7	27.0	—
Huntingdon C, IIB	30.1	27.6	24.5	—
Jacksonville St U, IIA	39.9	36.7	31.0	27.3
Judson C, IIB	28.4	—	22.2	—
Livingston U, IIB	31.9	26.7	23.2	20.3
Oakwood C, IIB	24.0	23.4	22.8	21.4
Spring Hill C, IIB	36.8	32.7	26.3	—
Troy St U				
Main, IIA	38.8	31.2	27.4	23.9
Dothan, IIA	37.5	31.1	32.5	—
Montgomery, IIA	32.6	33.1	26.5	—
Tuskegee U, IIA	35.0	28.8	25.6	19.2
U of Alabama				
Main, I	51.8	36.3	31.5	22.6
Birmingham, I	48.5	35.8	30.3	22.6
Huntsville, IIA	51.1	36.7	31.8	24.5
U of Montevallo, IIA	35.9	30.5	26.7	21.3
U of South Alabama, IIA	42.2	34.6	31.8	24.4

ALASKA

Alaska Pacific U, IIA	47.8	41.4	36.5	—
U of Alaska				
Anchorage, IIA	52.7	46.5	37.2	35.2
Fairbanks, I	57.3	45.5	36.4	30.1
Southeast, IIA	—	44.4	36.2	31.6

ARIZONA

American Grad Sch of Internat'l Mgmt, IIB	43.6	36.0	31.6	—
Arizona St U, I	53.2	40.5	34.1	27.4
Northern Arizona U, IIA	47.3	38.3	31.4	23.3
U of Arizona, I	55.5	40.9	34.4	27.8

ARKANSAS

Arkansas C, IIB	37.3	32.5	26.0	—
Arkansas St U Main, IIA	39.4	33.4	27.4	21.1
Arkansas Tech U, IIB	35.1	30.8	27.8	20.8
Henderson St U, IIB	34.0	29.9	26.5	21.4
Hendrix C, IIB	38.2	32.0	27.1	—
John Brown U, IIB	33.4	29.4	25.3	—
Ouachita Baptist U, IIA	32.8	29.3	24.5	20.9
Southern Arkansas U				
Main, IIB	36.6	31.8	27.1	21.8
Tech, III	—	24.5	23.9	—
U of Arkansas				
Main, I	46.4	35.3	30.4	21.6
Little Rock, IIA	43.8	35.8	29.8	23.7
Monticello, IIB	33.9	29.4	25.1	22.0
Pine Bluff, IIB	34.1	30.3	28.3	23.7
U of Central Arkansas, IIA	41.4	33.8	27.6	22.3
U of the Ozarks, IIB	25.9	23.9	22.4	—

CALIFORNIA

Azusa Pacific U, IIA	30.8	27.4	24.4	21.8
Biola U, IIA	37.2	29.8	22.0	22.1
California Inst of Tech, I	74.8	57.4	45.5	
Cal Maritime Acad, IIB	45.7	37.8	—	26.3
California St U				
Bakersfield, IIA	53.3	40.1	33.0	28.5
Cal Poly St U				
San Luis Obispo, IIA	53.1	42.9	33.6	27.2
Chico, IIA	53.2	41.5	33.1	28.9
Dominguez Hills, IIA	53.2	41.2	34.6	26.7
Fresno, IIA	53.5	40.7	32.9	27.5
Fullerton, IIA	53.5	42.1	33.1	27.6
Hayward, IIA	53.2	41.5	33.2	27.9
Humboldt St U, IIA	52.8	41.8	33.0	—
Long Beach, IIA	53.3	42.0	33.5	28.5
Los Angeles, IIA	53.2	42.4	34.2	27.6
Northridge, IIA	53.6	41.2	33.9	28.4
Poly U Pomona, IIA	53.9	41.9	35.2	28.5
Sacramento, IIA	53.5	40.8	33.8	—
San Bernardino, IIA	52.8	40.7	34.0	28.2
San Diego St U, IIA	53.2	42.1	34.7	28.3
San Francisco St U, IIA	52.8	41.8	33.2	28.2
San Jose St U, IIA	53.3	41.5	34.1	29.3
Sonoma St U, IIA	53.1	42.0	33.1	—
Stanislaus, IIA	53.2	40.6	32.0	28.5
Chapman C, IIA	43.0	36.7	31.9	—
Christ C Irvine, IIB	38.0	31.9	24.8	
Claremont Grad Sch, I	59.1	44.7	30.3	
Claremont				
McKenna C, IIB	55.5	38.9	33.2	—
Cogswell Polytech C, IIB	—	29.9	—	
C of Notre Dame, IIB	36.9	29.1	25.8	—
Golden Gate U, I	54.8	41.1	35.9	—
Harvey Mudd C, IIB	61.3	46.1	36.7	—
Kern CC Dist, III	41.6	35.4	31.4	25.0
LA C of Chiropractic, IIA	37.6	30.8	24.8	—

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Loyola Marymount U, IIA	55.0	43.6	32.0	28.4
Mennonite Brethren Biblical Sem, IIA	—	40.1	—	
Mills C, IIA	47.3	36.0	30.0	—
Monterey Inst of Internat'l Studies, IIA	—	33.0	26.3	—
Mount Saint Mary's C, IIB	37.6	31.0	26.5	21.6
Naval Postgraduate Sch, I	49.7	40.5	36.9	
Occidental C, IIB	51.3	39.4	29.9	27.6
Fremont-Newark CC Dist, III	42.3	38.7	38.7	34.4
Pacific Sch of Religion, IIA	39.6	—	—	
Pacific Union C, IIB	27.9	26.3	24.8	23.5
Palomar C, III		43.5		32.1
Pepperdine U, IIA	50.3	40.3	33.6	
Pitzer C, IIB	50.7	—	27.7	
Point Loma Nazarene C, IIB	39.2	30.4	26.3	—
Pomona C, IIB	58.4	41.9	34.4	—
Saint Mary's C of Cal, IIA	48.6	38.4	30.7	
Santa Clara U, IIA	61.1	42.4	35.4	
Scripps C, IIB	52.0	38.9	30.4	
Southern California C, IIB	36.3	33.3	27.7	—
Southwestern U, IIB	58.1	45.6	—	—
Stanford U, I	74.9	53.3	41.5	
U of California				
Berkeley, I	68.4	45.0	38.4	
Davis, I	61.7	42.8	36.2	
Irvine, I	64.5	43.8	38.5	
Los Angeles, I	67.3	43.3	38.5	
Riverside, I	60.4	41.5	34.2	
San Diego, I	65.9	43.9	37.6	
Santa Barbara, I	64.5	42.3	37.2	
Santa Cruz, I	60.8	41.1	37.1	
U of La Verne, IIA	37.3	28.6	23.5	—
U of the Pacific, IIA	44.2	38.4	31.8	23.0
U of Redlands, IIA	43.8	36.1	30.6	
U of San Diego, IIA	52.6	37.4	33.1	—
U of San Francisco, IIA	56.4	41.6	34.4	29.8
U of Southern Cal, I	64.9	45.8	38.8	40.3
Westmont C, IIB	38.7	32.6	27.7	—
Whittier C, IIA	47.1	35.0	27.9	—

COLORADO

Colorado C, IIB	50.2	37.7	31.1	—
Colorado Mountain C, III	31.5	26.8	22.6	—
Colo Sch of Mines, IIA	50.2	37.4	33.5	—
Colorado St U Sys				
Colorado St U, I	46.7	35.6	31.4	—
Fort Lewis C, IIB	36.1	29.4	28.7	—
U of Southern Colo, IIA	39.7	33.0	29.9	24.8
CC of Denver, III	29.8	18.7		18.4
Iliff Sch of Theology, IIA	46.2	42.0	—	
Regis C, IIB	35.9	35.6	26.3	
St C's in Colorado				
Adams St C, IIA	37.3	30.2	27.4	25.6
Mesa St C, IIB	37.2	30.5	26.0	23.2
Metropolitan St C, IIB	38.5	32.7	28.1	21.2
Western St C, IIA	34.7	31.4	24.3	16.8
U of Colorado				
Boulder, I	51.4	39.6	35.7	27.3
Colorado Springs, IIA	45.9	37.0	32.0	22.6
Denver, IIA	49.0	38.5	33.2	21.6
Health Sci Ctr, IIA	51.0	41.7	34.5	24.9
U of Denver, I	49.1	36.7	30.6	32.6
U of Northern Colorado, I	44.0	34.8	29.0	23.5

CONNECTICUT

Albertus Magnus C, IIB	33.5	27.2	23.5	—
Asnuntuck CC, III	—	—	—	27.6
Connecticut C, IIA	47.8	37.0	28.0	28.1
Conn St Tech C's, III	45.3	39.8	34.2	—
Connecticut St U Sys				
Central Conn St U, IIA	52.7	38.9	28.3	28.2
Eastern Conn St U, IIA	51.5	42.0	31.1	—
Southern Conn St U, IIA	50.8	41.6	36.7	29.1
Western Conn St C, IIA	50.6	40.8	34.6	—
Fairfield U, IIA	49.4	40.4	33.9	—
Greater Hartford CC, III	44.6	—	31.4	27.8
Hartford Grad Ctr, IIB	60.0	49.5	42.7	
Housatonic CC, III	43.1	—	34.7	—
Manchester CC, III	45.0	34.3	35.1	29.8
Mattatuck CC, III	43.6	37.1	34.4	27.5
Middlesex CC, III	44.6	37.5	35.2	25.2
Mitchell C, III			26.2	17.2
Mohegan CC, III	44.0	36.5	30.5	27.3
NW Conn CC, III	43.9	36.7	30.3	27.5
Norwalk CC, III	46.2	37.8	32.1	28.6
Post C, IIB	—	33.4	27.6	
Quinebaug Valley CC, III	41.9	—	—	—
Quinnipiac C, IIB	46.4	37.6	30.4	25.7
Sacred Heart U, IIB	41.2	33.3	28.2	—
Saint Joseph C, IIA	34.0	29.9	25.9	24.3
South Central CC, III	42.6	35.0	35.0	27.9
Trinity C, IIB	54.3	40.8	29.9	—
Tunxis CC, III	42.0	37.5	31.7	27.3
U of Bridgeport, IIA	52.5	42.7	33.8	28.6

CONNECTICUT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Connecticut, I	61.5	46.1	37.9	35.4
U of Hartford, IIA	45.6	36.7	31.0	
U of New Haven, IIA	43.3	38.2	33.5	—
Wesleyan U, IIA	57.8	39.9	33.9	—
Yale U, I	72.6	44.0	34.6	31.4

DELAWARE

Delaware St C, IIA	40.5	32.4	28.7	22.3
U of Delaware, I	56.0	39.9	32.7	23.2
Wesley C, IIB	32.9	29.6	27.2	—

DISTRICT OF COLUMBIA

American U, I	59.6	43.4	35.9	29.5
Catholic U, I	50.2	37.0	30.4	
Gallaudet U, IIA	51.1	38.9	31.9	24.6
George Washington U, I	59.2	42.3	34.7	24.1
Georgetown U, I	66.5	45.2	33.0	26.7
Mount Vernon C, IIB	—	32.9	25.4	
U of the District of Columbia, IIA	47.8	40.4	33.3	29.2
Wesley Theol Sem, IIA	34.8	—	—	—

FLORIDA

Barry U, IIA	39.3	32.2	30.1	22.2
Bethune Cookman C, IIB	27.4	23.8	21.6	18.1
Eckerd C, IIB	40.3	33.0	27.8	
Embry-Riddle Aeronautical U, IIA	41.6	32.2	26.3	18.7
Florida Southern C, IIB	33.6	29.0	24.6	23.9
Hillsborough CC, III	39.0	33.5	29.3	27.8
Jacksonville U, IIB	31.2	24.9	22.6	—
Manatee CC, III	35.2	28.1	24.6	20.4
Miami-Dade CC, III	40.0	33.4	28.5	23.6
Palm Beach Atlantic C, IIB	34.1	33.1	28.9	—
Rollins C, IIB	45.5	35.3	28.5	22.1
Saint Leo C, IIB	30.5	26.3	24.6	—
St U Sys of Florida				
Florida A&M U, IIA	43.5	37.0	31.1	25.6
Florida Atlantic U, IIA	48.3	36.4	33.0	24.6
Fla International U, IIA	48.6	38.0	33.0	23.7
Florida St U, I	49.6	36.1	31.7	25.3
U of Central Florida, IIA	46.0	36.8	31.2	23.2
U of Florida, I	57.4	42.5	37.1	28.7
U of North Florida, IIA	43.6	35.0	31.5	—
U of South Florida, I	49.3	37.1	31.9	26.8
U of West Florida, IIA	45.8	35.4	29.4	25.6
Stetson U, IIA	47.9	34.4	30.1	20.5
U of Miami, I	52.2	39.1	33.5	28.4

GEORGIA

Agnes Scott C, IIB	42.9	34.7	28.8	—
Armstrong St C, IIB	40.4	33.5	27.2	23.8
Atlanta Christian C, IIB	26.8	—		
Atlanta Metropolitan C, III	—	31.4	28.5	—
Augusta C, IIA	43.3	33.8	29.0	23.3
Berry C, IIB	40.9	32.6	26.7	—
Brunswick JC, III	36.6	31.9	27.0	24.3
Columbia Theol Sem, IIA	34.5	—	—	—
Columbus C, IIA	39.4	33.8	30.4	23.1
Covenant C, IIB	33.8	31.2	23.7	
DeKalb C, III	39.1	34.9	28.9	23.0
East Georgia C, III	—	—	28.6	—
Emory U, I	60.2	40.8	31.4	26.7
Floyd C, III	39.7	28.7	27.1	20.6
Gainesville C, III	40.8	30.0	27.7	22.2
Georgia C, IIA	39.8	33.0	30.4	23.0
Georgia Inst of Tech, I	57.6	42.7	39.1	26.3
Ga Southwestern C, IIA	39.8	33.0	28.8	—
Georgia St U, I	53.7	39.8	32.8	24.1
Interdenominational Theological Ctr, IIA	38.9	29.5	—	—
Kennesaw C, IIB	44.5	36.0	29.9	21.9
Macon C, III	36.8	32.3	27.1	22.9
Oglethorpe U, IIB	37.9	31.0	26.0	
Paine C, IIB	26.9	21.6	19.7	17.3
Savannah St C, IIB	42.5	33.9	28.4	24.5
Shorter C, IIB	32.7	26.1	24.1	21.0
Southern C of Tech, IIB	39.1	38.7	30.6	—
U of Georgia, I	53.7	37.6	31.9	22.0
Valdosta St C, IIA	42.3	34.8	29.7	23.6
Wesleyan C, IIB	39.5	34.1	29.8	—
West Georgia C, IIA	41.4	33.6	30.4	21.7

HAWAII

Chaminade U of Honolulu, IIB	25.9	25.0	21.0	—
U of Hawaii				
Manoa, I	52.4	39.9	32.8	25.6
Hilo, IIB	43.9	35.4	29.8	—
West Oahu, IIB	37.1	—	—	

IDAHO

Boise St U, IIA	38.7	31.5	27.8	—
C of Southern Idaho, III	28.8	26.7	23.6	—
Idaho St U, IIA	37.3	31.7	27.7	25.2
Lewis-Clark St C, IIB	31.8	28.3	24.6	—
U of Idaho, I	42.0	33.6	30.9	—

ILLINOIS

Augustana C, IIB	45.2	36.2	28.8	25.2
Aurora U, IIB	33.8	30.8	28.2	
Barat C, IIB	36.0	25.7	22.2	—
Bd of Governors of St C's & U's				
Chicago St U, IIA	35.5	29.3	25.7	22.4
Eastern Illinois U, IIA	36.8	31.1	27.4	20.1
Northeastern Ill U, IIA	36.4	30.7	27.8	—
Western Illinois U, IIA	37.6	33.5	29.2	18.1
Bradley U, IIA	43.1	35.9	29.7	21.7
C of DuPage, III	45.9	36.8	32.8	27.9
Concordia C, IIB	30.9	27.4	22.0	
De Paul U, IIA	51.4	40.8	35.1	26.1
Elmhurst C, IIB	40.8	33.9	27.6	—
Eureka C, IIB	30.9	27.0	23.4	
Illinois Benedictine C, IIA	38.1	30.0	29.1	
Illinois Central C, III	37.8	32.6	26.5	24.4
Illinois C, IIB	36.7	33.3	24.7	—
Illinois Inst of Tech, I	54.7	39.9	32.2	20.4
Illinois St U, IIA	43.7	36.2	30.9	
Illinois Wesleyan U, IIB	39.4	31.7	26.7	24.4
Judson C, IIB	31.8	29.6	24.1	—
Knox C, IIB	40.5	32.3	27.2	—
Lake Forest C, IIB	47.6	39.0	29.6	—
Lewis U, IIA	35.3	29.3	25.9	24.0
Loyola U of Chicago, I	53.1	41.0	33.6	34.1
MacCormac C, III	—	22.7	20.9	—
Mennonite C of Nursing, IIB		—	—	22.8
Millikin U, IIB	43.4	34.6	27.0	22.7
Monmouth C, IIB	36.8	32.8	25.2	—
Moraine Valley CC, III	42.3	33.7	29.1	25.9

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
National C of Chiropractic, IIB	35.6	28.9	25.6	24.2
National C of Education, IIA	43.2	33.2	28.3	—
North Central C, IIB	41.2	33.5	29.6	—
North Park C, IIB	33.0	28.2	23.9	—
Northern Illinois U, I	46.8	36.6	30.3	19.0
Northwestern U, I	64.4	44.1	38.9	
Olivet Nazarene C, IIA	29.0	25.3	22.3	20.0
Parks C of Saint Louis U, IIB	42.2	35.5	32.5	27.0
Principia C, IIB	39.8	32.9	29.3	23.9
Quincy C, IIB	30.5	28.2	22.8	—
Richland CC, III	32.9	32.0	27.7	21.9
Rockford C, IIB	32.8	27.0	24.2	—
Roosevelt U, IIA	36.8	31.6	29.1	—
Rosary C, IIB	—	31.5	29.5	—
Saint Xavier C, IIB	37.0	31.2	25.2	21.6
Sangamon St U, IIA	41.5	35.8	29.9	—
Sauk Valley CC, III	35.3	31.3	26.3	—
Sch of the Art Inst of Chicago, IIB	39.0	32.3	25.4	
Southern Illinois U Carbondale, I	46.8	36.1	29.7	24.5
Edwardsville, IIA	43.2	36.5	30.4	24.8
Spertus C of Judaica, IIB	48.0	—		
Trinity Christian C, IIB	34.4	31.1	28.2	—
Trinity C, IIB	—	27.6	23.1	—
Trinity Evangelical Divinity Sch, IIA	40.1	33.1	29.9	—
U of Chicago, I	67.7	44.9	38.0	30.5
U of Illinois Chicago, I	54.6	39.0	34.1	25.2
Urbana-Champaign, I	57.2	40.8	36.4	—
Wheaton C, IIA	40.7	34.9	30.0	

INDIANA

Ball St U, I	42.7	35.0	28.0	18.6
Butler U, IIA	39.1	33.3	28.2	22.3
DePauw U, IIB	44.3	34.2	27.6	
Earlham C, IIB	41.3	29.6	27.4	
Fort Wayne Bible C, IIB	—	21.4	19.1	
Franklin C of Indiana, IIB	28.8	27.1	24.3	
Goshen C, IIB	27.2	24.1	21.9	
Grace Schs, IIB	29.1	24.7	—	—
Hanover C, IIB	42.6	31.6	25.0	23.5
Huntington C, IIB	36.6	30.6	25.4	21.4
Indiana St U, I	42.5	33.6	27.7	19.8
Indiana U Bloomington, I	54.5	38.6	32.3	—
East, III	—	—	26.0	
Indianapolis, IIA	50.7	37.1	31.0	—
Kokomo, IIB	38.8	34.0	28.8	
Northwest, IIA	46.4	35.8	29.2	—
Purdue U Fort Wayne, IIA	42.5	34.0	27.3	19.3
South Bend, IIA	42.3	35.4	29.9	—
Southeast, IIA	41.3	33.5	26.5	
Indiana Wesleyan U, IIB	27.8	21.1	19.7	—
Manchester C, IIB	34.2	27.8	25.0	20.8
Oakland City C, IIB	22.4	21.1	19.9	18.7
Purdue U Main, I	57.8	40.6	34.1	21.1
Calumet, IIA	44.2	35.5	29.5	22.3
North Central, III	40.4	32.7	26.8	

INDIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Rose-Hulman Inst of Tech, IIB	45.4	40.4	34.7	
Saint Joseph's C, IIB	32.5	29.1	27.4	—
Saint Mary's C, IIB	44.1	34.8	27.3	—
Saint Meinrad C, IIB	30.8	—	—	
Taylor U, IIB	30.3	27.2	23.7	—
Tri-State U, IIB	34.2	28.2	24.7	
U of Evansville, IIA	36.2	31.4	28.9	—
U of Indianapolis, IIA	37.3	31.8	27.0	24.4
U of Notre Dame, I	65.7	44.5	38.3	—
U of Southern Indiana, IIA	39.1	34.2	29.5	24.4
Valparaiso U, IIA	41.8	32.9	27.7	20.5
Vincennes U, III	34.5	28.7	23.7	19.7
Wabash C, IIB	48.9	36.2	29.6	—

IOWA

Briar Cliff C, IIB	32.8	28.1	24.8	21.6
Buena Vista C, IIB	40.3	34.2	28.1	23.8
Central U of Iowa, IIB	39.8	33.8	27.2	22.8
Clarke C, IIB	29.6	27.7	21.9	22.0
Coe C, IIB	37.2	29.9	24.0	
Cornell C, IIB	41.3	30.5	27.1	—
Dordt C, IIB	31.8	27.3	24.5	24.9
Drake U, IIA	43.8	34.8	27.9	23.5
Graceland C, IIB	28.2	24.7	21.7	—
Grinnell C, IIB	51.0	37.8	30.9	28.4
Iowa St U, I	53.9	40.3	34.0	22.1
Iowa Valley CC Dist, III	32.0	27.2	22.7	19.9
Kirkwood CC, III	31.9	27.1	25.2	22.8
Loras C, IIB	34.3	28.2	25.5	—
Luther C, IIB	37.5	30.0	25.5	22.1
Morningside C, IIB	31.6	26.0	23.9	—
Mount Mercy C, IIB	—	26.3	26.6	21.1
Northwestern C, IIB	30.3	26.2	22.7	—
Palmer C of Chiropractic, IIA	38.4	31.4	25.9	20.8
Saint Ambrose U, IIB	32.8	29.8	26.2	—
Simpson C, IIB	38.6	31.3	26.5	23.2
U of Dubuque, IIB	33.1	30.2	24.8	—
U of Iowa, I	55.7	42.2	35.8	29.3
U of Northern Iowa, IIA	45.6	37.4	31.2	24.7
Upper Iowa U, IIB	—	25.4	—	19.0
Waldorf C, II	28.3	26.1	22.4	—
Wartburg C, IIB	35.2	29.8	24.4	—
Wartburg Theol Sem, IIB	32.2	—	—	
Westmar C, IIB	26.4	—	21.5	—

KANSAS

Benedictine C, IIB	28.0	25.0	20.5	—
Bethany C, IIB	31.5	27.2	23.5	—
Bethel C, IIB	26.4	24.0	20.6	—
Emporia St U, IIA	36.7	32.1	27.5	
Fort Hays St U, IIA	37.3	31.1	26.0	23.9
Kansas St U, I	44.4	33.9	30.3	23.6
Kansas Wesleyan, IIB	24.2	19.9	18.0	16.0
Marymount C of Kan, IIB	—	21.3	19.2	15.2
McPherson C, IIB	27.0	22.5	20.0	—
Mid-America Nazarene C, IIB	29.3	24.6	22.2	19.3
Ottawa U, IIB	27.8	25.1	21.7	18.6
Pittsburg St U, IIA	37.8	32.6	28.8	22.2
Saint Mary C, IIB	28.5	24.4	20.0	18.1
Southwestern C, IIB	28.9	26.5	24.8	20.9
Tabor C, IIB	26.7	22.9	19.8	—
U of Kansas Main, I	47.6	38.3	30.5	23.9

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